

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: **Teresa Watson**
P.O. Box 24293
Belleville, IL 62223

From: **St. Louis District Office**
Robert A. Young Bldg
1222 Spruce St, Rm 8.100
Saint Louis, MO 63103



On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

560-2010-01773

Lucille H. Slater,
Investigator

(314) 539-7906

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:



The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

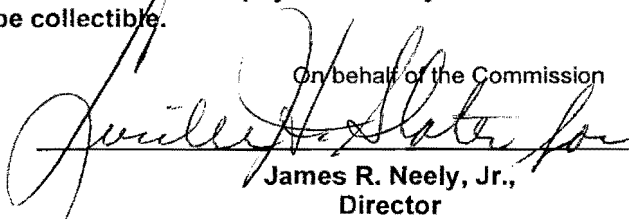
Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission

JUL 14 2011

Enclosures(s)


James R. Neely, Jr.,
Director

(Date Mailed)

CC:

Princess Hayes
Human Resources Manager
EAST SAINT LOUIS SCHOOL DISTRICT 189
1005 State Street
East Saint Louis, IL 62201

Garrett Hoerner
Attorney at Law
BECKER, PAULSON, HOERNER & THOMPSON, P.C.
5111 West Main
Belleville, IL 62226

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On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

560-2010-01945

Lucille H. Slater,
Investigator

(314) 539-7906

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

☐

The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.

☐

Your allegations did not involve a disability as defined by the Americans With Disabilities Act.

☐

The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.

☐

Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge

☒

The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.

☐

The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.

☐

Other (briefly state)

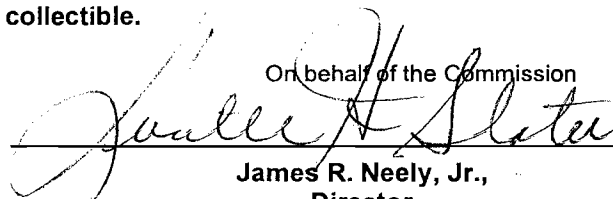
- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

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On behalf of the Commission



James R. Neely, Jr.,
Director

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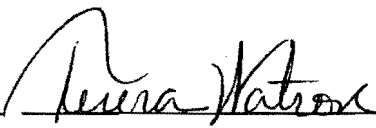
Enclosures(s)

(Date Mailed)

cc: **Kim Haywood**
President
GENERAL SERVICE EMPLOYEES LOCAL 382
P.O. Box 6407
East Saint Louis, IL 62201

Chris Kolker
Attorney at Law
9423 West Main Street
Belleville, IL 62223

EEO Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s): <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 560-2010-01773	
Illinois Department Of Human Rights and EEOC <i>State or local Agency, if any</i>			
Name (indicate Mr., Ms., Mrs.) Teresa Watson		Home Phone (Incl. Area Code) (618) 482-6687	Date of Birth
Street Address City, State and ZIP Code P.O. Box 24293, Belleville, IL 62223			
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name EAST ST LOUIS SCHOOL DISTRICT #189		No. Employees, Members 101-200	Phone No. (Include Area Code) (618) 646-3000
Street Address City, State and ZIP Code 1005 State Street, E Saint Louis, IL 62201			
Name		No. Employees, Members	Phone No. (Include Area Code)
Street Address City, State and ZIP Code			
DISCRIMINATION BASED ON (Check appropriate box(es).) <input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input checked="" type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input checked="" type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 04/29/2009 05/03/2010 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): I. I was hired by the above named employer on or about October 18, 2006. My last position held was Media Technician and my last supervisor was Donna Cameron, Supervisor of Instructional Media. I believe that I was discriminated against based on my race and religion and subjected to sexual harassment by both my peers and superiors. I was placed on involuntary leave on two occasions, my transfer requests were denied. My complaints of harassment were never investigated and/or resolved and I was subjected to retaliation for complaining. On May 3, 2010 my employment was terminated. II. I believe that I have been discriminated against based on my race (African-American), my religion (Christian), sexually harassed, and subjected to retaliation for complaining in violation of Title VII of the Civil Rights Act of 1964, as amended. I also believe that I have been discriminated against based on my disability in violation of the Americans with Disabilities Act of 1990, as amended.			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the above is true and correct.		NOTARY – When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	
Jun 04, 2010 Date  Charging Party Signature		SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	

CHARGE OF DISCRIMINATION

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Charge Presented To: Agency(ies) Charge No(s):

☐ FEPA

☒ EEOC

560-2010-01945 **4B**

Illinois Department Of Human Rights

and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)

Teresa Watson

Home Phone (Incl. Area Code)

(618) 482-6687

Date of Birth

Street Address

City, State and ZIP Code

P.O. Box 24293, Belleville, IL 62223

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

General Service Employees Local 382

No. Employees, Members

Unknown

Phone No. (Include Area Code)

(618) 960-1671

Street Address

City, State and ZIP Code

P.O. Box 6407, East St. Louis, IL 62201

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

☒ RACE ☐ COLOR ☒ SEX ☒ RELIGION ☐ NATIONAL ORIGIN
☒ RETALIATION ☐ AGE ☒ DISABILITY ☐ GENETIC INFORMATION
☐ OTHER (Specify)

DATE(S) DISCRIMINATION TOOK PLACE
 Earliest Latest

09/01/2009

05/03/2010

☐ CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

- I. I was employed by East St. Louis School District 189 from on or about October 18, 2006 until May 3, 2010 and was a paying member of General Service Employees Local 382 throughout my tenure.
- II. In September 2009 I began requesting the assistance of Local 382 in addressing my subjection to sexual harassment in the workplace as well as actions on the part of my employer that I believed were discriminatory based on my race (African-American), religion (Christian) and disability. I sought the assistance of Local 382 on approximately five or more occasions by phone and twice by U.S. certified mail return receipt; at times my phone calls were not returned and one of my certified mailings was returned unclaimed. When I did speak with Kim Haywood, President of Local 382, Mr. Haywood ignored my concerns and refused to represent me in my dealings with my employer. I believe that Mr. Haywood's actions were in retaliation for my complaints of harassment and discrimination.
- III. General Service Employees Local 382 failed to represent me and, for the above stated reasons, I believe that, due to their failure to represent me, I have been discriminated against based on my race (African-American), my religion (Christian), sexually harassed, and subjected to retaliation in violation of Title VII of the Civil Rights Act of 1964, as amended. I also believe that I have been discriminated against based on my disability in violation of the Americans with Disabilities Act of 1990, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

X

Jun 08, 2010

Date

Teresa Watson

Charging Party Signature

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
 (month, day, year)